



"EQUALITY, FAIRNESS AND OPPORTUNITY FOR ALL"

Gender Pay Gap Report – Hydrosave UK Ltd – 2020

Hydrosave UK Ltd (Hydrosave) is an operational consultant and specialist contractor within the water industry. It operates throughout the UK serving customers from utilities through to infrastructure owners.

The fourth gender pay gap analysis has illustrated the following headlines:

- On average women earn 6% less than men
- There are less women earning bonus than men
- The average bonus a female received is greater than their male counter parts.
- There are more women being paid within the Upper Middle Income

Comparisons between the previous year and this year have been analysed and the following have been identified:

- Overall, the annual mean of women's hourly rate for this year is greater than this year's male hourly rate.
- The average hourly rate for men has decreased by 5.67% from previous year
- This year has seen a decrease in the overall income within Hydrosave
- Still remains women are earning less than men within Hydrosave, however, when comparing the pay quartiles from previous year the gap has been removed in one quartile. This year women within the Lower Middle Income are now receiving an hourly rate which is 1.55% greater than men's hourly rate within this quartile.

On further investigation, the reasoning for some of these headlines and differences are as follows:

- The number of men and women employed by Hydrosave has relatively remained the same since the previous year
- Hydrosave remains to be a traditional male dominated engineering sector and most senior roles are carried out by men. There are only a small proportion of women in senior roles as the majority of senior roles require skilled technical knowledge in leak detection and it is difficult to recruit women with this experience as there is a low number of women in the water industry overall:
 - o In December 2020 Office of National Statistics via NOMIS reported only 25.6% of women represented the Water Supply, sewerage, waste management and remediation activities industry.
 - o According to the annual WISE statistics for 2020 women account for 10% of engineering professionals.

The actions Hydrosave have taken since last year:

- During 2020 Hydrosave targeted specific water industry and engineering conferences for women to raise the profile and promote a career within Hydrosave
- The use of social media and the ongoing development of Hydrosave's career page to attract a wider audience of applicants
- During 2020 an extensive equal pay review was carried out with all actions resulting from this review completed

The measures that Hydrosave is taking to address this gap are as follows:

- Continue with the development of Hydrosave's career page and focus rewording adverts to ensure they are gender neutral
- Develop a partnership with The Sector's Inclusion Commitment via the Energy & Utility Skills
- Promote family friendly policies by investing in ongoing communicate in order to raise awareness
- Continue to ensure Hydrosave advertise all vacancies to a wider audience through the enhancement of the social media networks and share relevant articles which support women enhancement within the water and engineering industry.
- Raise the profile of women working in Hydrosave by celebrating their stories and promoting key awareness events.
- Conduct an inclusion and diversity survey across the business
- Develop a new recruitment system which aids both with the selection and onboarding process.
- Create an internal forum which focuses on women in engineering.

We are confident that women and men are paid equally for doing the same role across the business.

Hydrosave UK Limited Gender Pay Gap Reporting

Snapshot date: 5th April 2020

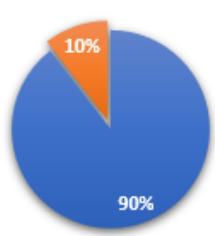
Difference between male and female

	Mean				Median					
Pay Gap	6%				0%					
Bonus Gap	-7%				-100%					
Male	£	12.13	Per Hour	£23,700.00	Annual Estimate	£	11.02	per hour	£21,500.00	Annual Estimate
Female	£	11.44	Per Hour	£22,300.00	Annual Estimate	£	11.05	per hour	£21,500.00	Annual Estimate

*NB: A positive % indicates that the male average is greater than the female average
NB: Annual salary estimate based on 37.5 hours per week*

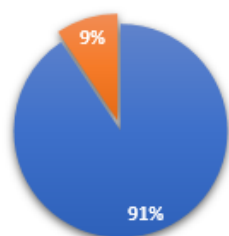


Proportion of males and females in each pay quartile



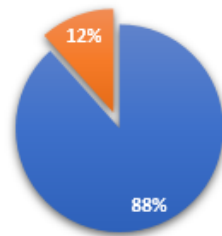
Lower Quartile

2.12% Pay gap



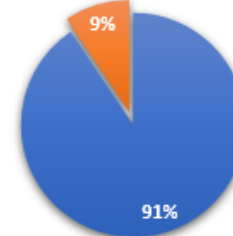
Lower Middle Quartile

-1.55% Pay gap



Upper Middle Quartile

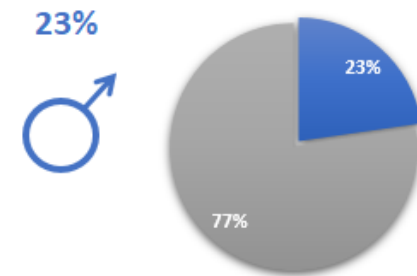
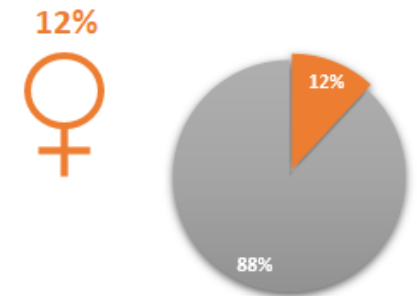
1.19% Pay gap



Upper Quartile

12.81% Pay gap

The proportion of males and females receiving a bonus payment



■ Received a bonus
■ Received a bonus
■ Did not receive a bonus